

Monday, November 13, 2023

STATEMENT OF WORK

Human Resources Consultant – Afia WASH *SD-143*

Period of Performance	January-February 2024
Commencement date	January 8, 2024
Reporting to:	Institutional Development Advisor



Background of the Afia WASH Project

Afia WASH is a five-year USAID funded program whose purpose is to expand gender-transformative sustainable access to basic safe drinking water, basic sanitation coverage, and increase uptake of key hygiene behaviors to improve health and household resilience in accordance with USAID/South Sudan’s Strategic Framework. The program is being implemented across the following 5 counties and these include Jur River, Wau (Western Bahr El Ghazal State), Kapoeta North, Budi (Eastern Equatoria State) and Akobo (Jonglei state).

The above purpose is to be achieved by the following three key objectives, which also form the project components:

- 1) Strengthening of Sub-national and private WASH sector coordination and management.
- 2) Expanding and strengthening of Inclusive and resilient WASH service delivery.
- 3) Key WASH behaviors adopted by target communities and harmful gender norms addressed.

1 Scope of the Assignment

The Consultant shall be hired as a Short-Term Technical Assistance (STTA) for the period from January to February 2024, to assist the project team in facilitating formulation of the County WASH Strategic Plans for the project target Counties of Akobo, Budi, Jur River, Kapoeta North, and Wau.

2 Objectives of the Assignment

The main objective of this short-term support is the development of a County WASH strategic plan for each of the Counties above. The envisaged strategic plan must clearly layout the institutional arrangements and a policy framework for WASH services delivery at the county level. The framework must encompass processes for new infrastructure as well as operation and maintenance; resources mobilization; and coordination among WASH stakeholders, partners, participating private/social enterprises, and the communities at the local level.

3 Specific Tasks

To assist the project team in facilitating formulation of the County WASH Strategic Plans process, focusing on the following:

- Key elements of the County WASH Strategic Plan
 - Clear institutional framework, identifying roles and responsibilities of each, starting with County Executive Office, County WASH Department, the County WASH Coordination



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- Board (WCB), the County WASH Technical Committee (WTC), WASH Technicians' Associations (WTAs), Payam WASH Forum, Boma WASH Management Committees, Community WASH/Water Management Committees (WMCs).
 - Water and Sanitation sector performance monitoring.
 - Coordination of interventions in the county, role of WASH partners, etc.
 - Humanitarian versus Resilience or Development.
 - Resource mobilisation.
 - Planning and coordination at county level.
 - Engagement and consultation with county:
 - Authorities (Commissioner, Executive Director, or his/her Deputy, and the other local government officers/administrators.
 - Line departments (including water and sanitation, health, education, social development, etc.),
 - General administration and finance (HR, budgeting/planning, etc.)
 - WASH management, governance, and coordination structures set up, e.g., WTC, WCB, etc.
 - Private sector entities, social enterprises, and community-based organizations (WTAs, women/youth groups, WMCs, etc.)
 - WASH and other related partners.
 - Reviewing of the following, with the focus on rural and emerging towns WASH coordination, policy, organization, governance, financing, and sustainability mechanisms:
 - Administrative and Managerial Knowledge and Skills Training Manual developed for building the county stakeholders and partners personnel capacities.
 - Existing county and departmental plans, reports, etc.
 - South Sudan WASH/Water Sector Policies.
 - Linkages and relations among the line departments and the other county units.
 - Linkages and relations among the WASH and other related partners, private sector entities, social enterprises, and community-based organizations.



4 Deliverables

- Presentation of a concept to Afia WASH Project team in Juba, on the approach and methods to be used prior to commencement of the assignment in the counties.
- Signed attendance sheets of participants who attend consultation meetings; and focus group discussions, filled with dates; activity title; location; and names clearly written, categorized by gender, title, organization/institution, and contacts.
- Names of persons met, contacted, or interviewed, with dates, and locations; and their gender, titles, organizations/institutions, contacts, and quotes/narrations.
- Clear write-up of meetings/discussions minutes, inclusive of:
 - Agenda/topics discussed, recommendations, clear photos/pictures portraying the sessions with USAID Afia WASH banner visibly positioned where applicable.
 - Number of participants in the meetings, discussions, and interviews, disaggregated by gender.
 - Lists of documents reviewed, and references used.
- A complete draft copy of county strategic plan (1 per each of the five counties).

5 Working Arrangements

S/he is required to closely coordinate this activity with the Institutional Development Advisor based in Juba; and the Regional Program Managers, the Capacity Building Specialists, and the other project specialists based in Akobo, Kapoeta, and Wau Regional Offices.

For any travel, the Afia WASH Project will provide all the necessary logistical arrangements including hotel and flight arrangements.

6 Period of Performance

The Consultant will undertake this work, from January 8th - February 9th, 2024.

8. Level of effort

It is anticipated that the total duration of the assignment will be 25 workdays.

Education and Certifications:

- At least Diploma in Business Administration with Human Resources Concentration with at least three (3) years of relevant experience.

Key Position Competencies and Experience:

- At least a graduate's degree in engineering, environment, natural resources, public health, or other closely related social science fields such as development studies, administration, management, and business.
- At least 3 years of experience in implementing, coordinating, and managing donor financed projects.
- Demonstrated leadership in teamwork and inclusion to support collaboration and working across boundaries, particularly to ensure that women are empowered.
- Demonstrated skills in project planning and stakeholder facilitation coupled with technical understanding gained through a career working in water, sanitation, and hygiene (WASH) sector programs, especially in South Sudan at the local/county level is essential.
- Demonstrated experience in organizing stakeholder consultations and applying participatory methods is a prerequisite.
- Experience in planning and delivering capacity-building activities such as technical workshops, trainings, and consultation meetings would be an asset.

DT Global Core Competencies:

- **Teamwork:** Works cooperatively and effectively with others to achieve common goals. Participates in building a culture characterized by inclusion, trust, and commitment.
- **Communication:** Effectively conveys information and expresses thoughts professionally. Demonstrates effective use of skills and displays openness to other people's ideas and thoughts.
- **Adaptability:** Adjusts planned work by gathering relevant information and applying critical thinking to address multiple demands and competing priorities in a changing environment.
- **Customer/Client Focused:** Anticipates, monitors, and meets the needs of customers and responds to them in an appropriate and responsive manner.
- **Diversity & Inclusion:** Conveys respect for diverse individuals and perspectives; models inclusive behavior and treats everyone fairly.



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- **Professionalism:** Displays appropriate and ethical behavior, integrity, and personal presentation in the workplace always; demonstrates respectful communication for others, both verbal and non-verbal

Application Process:

To apply, please send your CV and Letter of Motivation including your nationality ID as one single document to afiawash.recruiting@dt-global.com. Your attachment must be less than 1 megabyte in size; your CV must include your full name, email, and phone number; and DO NOT submit any other recruitment documents at this time. In the email subject line, include the **title AND location** of the position you are applying for, as advertised at the top of this job vacancy announcement. Only candidates who are short-listed will be contacted. **The deadline for submissions is Friday, December 1, 2023, at 05:00PM (17:00), CAT.** Emailed CVs received after this time will be considered only at DT Global South Sudan discretion.

DT Global South Sudan is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, veteran status, gender identity, or national origin. DT Global prohibits discriminating against employees and job applicants who inquire about, discuss, or disclose the compensation of the employee or applicant or another employee or applicant.

